



Experiential Decision Making Games

to support
Developing Strategic Thought
at
the US Army War College





Decision Making by Experts



“...[their] secret was that their experience let them see a situation, even a nonroutine one, as an example of a prototype, so they knew the typical course of action right away. Their experience let them identify a reasonable reaction as the first one they considered, so they did not bother thinking of others. They were not being perverse. They were being skillful...”

Gary Klein, in *Sources of Power*, describing how experts use their experiences to make ‘intuitive’ correct decisions under pressure





From EL to EE



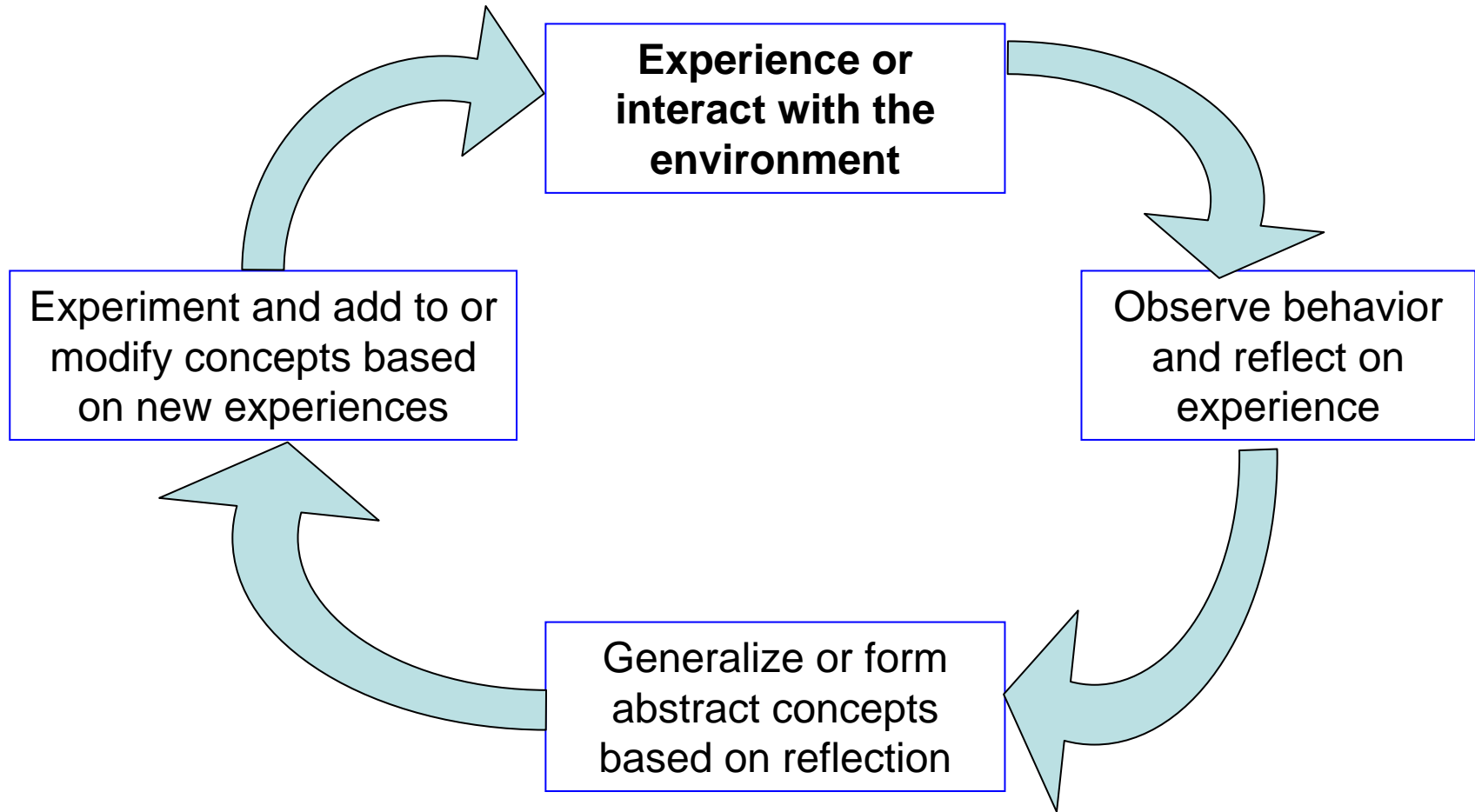
- Experiential Learning (EL). Theory that learning occurs in cycles of interaction, reflection, abstraction, and experimentation*
- Experiential Education (EE). Deliberate, structured application of interactions (...or experiences) to 'force' the EL cycle with respect to a certain set of desired skills or thought patterns*

*IDS1 Experiential Education Integration Study, Dec 2004





Experiential Learning (EL) Theory





Experiential Education (EE)



- Experiential education creates experiences to structure this cycle deliberately. Rather than wait for this process to happen by chance, specific activities and events are planned as experiential events. The type of information available to the decision maker is manipulated, environmental factors are varied, and events are sequenced to optimize opportunities to develop skills. To structure this cycle, experiential education efforts must:
 - Engage the learner mentally
 - Emulate real-world environments (fidelity can vary depending on learning objectives)
 - Give the learner a level of control over decision making
 - Allow the learner to experience effects of decisions and reflect on outcomes
 - Revisit experiences increasing complexity of experiences to expand learners' knowledge and skills.





Practicum



Seminar Level Role
Playing Simulations



Capstone Role Playing
Simulation

Synchronous



Asynchronous



Individual Games &
Simulations

To Increase Depth of Understanding,
To Practice, or To Refine Skills

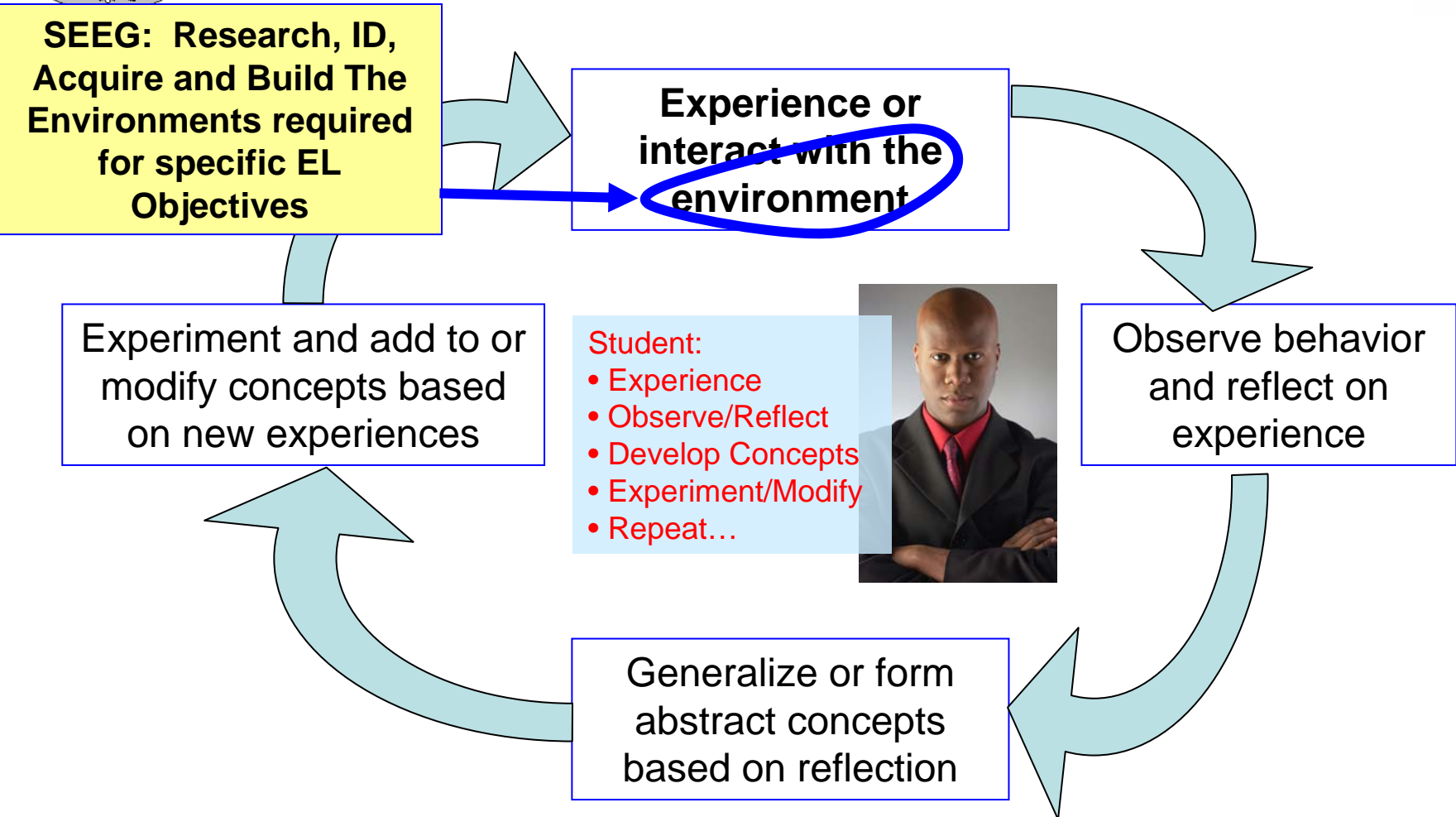


Strategic Crisis
Exercise





Application & Roles









Application & Roles

